

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer: Borough of Deal County: Monmouth
Employee Organization: Deal Local 101 Policemen's Benevolent Association Employees in Unit: 16
Base Year Contract Term: 1/1/2010 12/31/2012 New Contract Term 1/1/2013 12/31/2016
Type of Settlement: ☐ Arbitrator's Award ☐ Fact-Finder Recommendation ☒ Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A	Column B	Column C	Column D
	Economic Inside Base Salary	Non-salary Economic Outside Base Salary	Economic Inside Base Salary	Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	\$1,363,852		\$1,396,669	
Increment		N/A		N/A
Longevity	\$71,494		\$71,648	
Section IV: Additional Costs List economic items indicate either inside or outside base salary as agreed to between the parties				
Item Description				
Item 1 Uniforms		\$10,400		\$0
Item 2 Holiday Pay		\$68,213		\$69,247
Item 3 Education		\$12,000		\$14,666
Item 4 Unused Sick/Vacation		\$41,266		\$39,000
Item 5 Overtime		\$21,903		\$12,745
Item 6				
Item 7				
Item 8				
Item 9				
Any additional items list on separate sheet Additional Items				
Section V: Totals - Sum of costs in each column	\$1,435,346	\$153,783	\$1,468,317	\$135,658
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) \$1,435,346

Effective Date (m/d/yyyy)	1/1/2013	1/1/2024	1/1/2015	1/1/2016
Percent Increase	2.00%	2.00%	2.00%	2.00%
Actual dollar increase	\$32,971	\$29,366	\$29,954	\$30,552
Total Economic Costs (successor agreement)	\$1,468,317	\$1,497,683	\$1,527,637	\$1,558,189

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 2.00%
Dollar Impact (average per year over term of agreement) \$30,710

Section VIII

Medical Costs	Base Year	Year 1
Cost of Health Plan	\$209,349	\$208,998
Employee Contributions	\$13,638	\$25,875
Prescription		
Dental	\$3,728	\$3,728
Vision		